



Jenny McCauley
Senior Vice President Human Resources

Corporate Office
P.O. Box 12359
Spring, Texas 77391-2359
Tel: 832.796.2990
Jenny_McCauley@swn.com

January 21, 2016

Joe Smith, Mayor
P.O. Box 5757
North Little Rock, AR 72119
Fax: 501-975-8633
Email: mayor@nlr.ar.gov

via e-mail, fax, and CMRRR

Re: Worker Adjustment and Retraining Notification ("WARN") Act Notice

Mayor Smith,

In accordance with the WARN Act, this letter is to inform you that Southwestern Energy Company will conduct a reduction in force at its site located at 220A Sand River Road, North Little Rock, Arkansas, 72117. This reduction in force is expected to affect 33 employees, and is expected to be permanent. The job titles of the positions affected and the anticipated schedule for making separations are on file.

All affected employees have been notified of their separation dates and that their separation from employment will be permanent. Those employees are expected to be separated from employment beginning on March 22, 2016.

There will not be any bumping rights for the affected employees, that is, employees will not be able to displace more junior employees out of their job positions as a result of this layoff.

If you have any questions or want additional information concerning this matter, please contact me or Human Resources at 877-796-7222.

Sincerely,

Jenny McCauley
Senior Vice President
Human Resources

FILED _____ A.M. 2024 P.M.

BY via email

DATE 1-21-16

Diane Whitbey, City Clerk and Collector
North Little Rock, Arkansas

RECEIVED by [Signature]

$\frac{R^2}{A} \rightarrow V^+$